



cetb

Bord Oideachais agus
Oiliúna Chorcaí
*Cork Education and
Training Board*

Document:	Charter on Dignity and Respect
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CHARTER ON DIGNITY AND RESPECT WITHIN CORK ETB

Principles

Cork ETB is committed to achieving an environment where dignity and respect are to the forefront of our values and to maintaining an environment across the organisation that encourages and supports the right to dignity and respect for everyone.

Our values as an organisation, through this statement and our policies and procedures seek to foster an environment where dignity, respect, safety and equality are always promoted and are to the forefront in guiding our behaviours and interactions to ensure that each person is treated equally and respected for their individuality and diversity.

Every individual who engages or interacts in all settings and at all levels within Cork ETB has an important role to play in creating an environment where personal dignity is respected.

Each individual is expected to behave in a respectful and acceptable manner at all times in all interactions within the organisation.

Any behaviour that is contrary to the principles as set in this statement is unacceptable and will not be tolerated.

Scope

This charter applies to everyone listed below:

- Employees at all levels
- Learners
- Parents/Guardians
- Contractors
- Interns
- Consultants
- External individuals and Organisations
- General public

This charter applies in the Cork ETB environment which includes

- In the physical CETB location
- Online or remotely

- At CETB associated events such as meetings, conferences etc
- At CETB related social events, whether on the ETB premises or off-site or online/remotely
- Any form of communication, including oral, written and electronic

Responsibility

Each individual as defined in the scope has a duty and a responsibility to promote and uphold the principles of this Charter.

Each individual at all levels are encouraged to develop channels of communications and relationships in which differences are respected and where informal resolution of issue is the norm.

This Charter and the policies and procedures list below, together comprise Cork ETB's Charter on Dignity and Respect.

- Strategy Statement
- Customer Charter
- Complaints and Appeals procedure
- Child Protection Policy
- Student/Learner Policies

- ETB Complaint Procedure (complaints made by parents/guardians of students or adult learners currently enrolled in an ETB school/centre against a staff member employed by an ETB)
- Bullying Prevention Policy
- Harassment / Sexual Harassment Prevention Policy
- Equality and Human Rights (EQHR) statement

The above procedures can be accessed through the appropriate communications channel i.e. Cork ETB website, Workvivo, School/Centre website, School/Centre/Department Manager or by email to info@corketb.ie

Signed:



DENIS LEAMY,
Chief Executive.

Date: 17th May 2021